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Creating a Healthy State of Mind at Work

4 steps that enable employees to perform at their best

PLUS: Actions you can take today
to foster a healthy workplace culture

Nearly 90% of employees surveyed at businesses that are recognized as a "Great Place to Work" credit their organization's psychologically and emotionally healthy work environment for enabling them to perform at their best.[1]

[1]Economist 2020

Great companies know their greatest asset is their employees and believe a healthy work culture is as important as a healthy balance sheet.

When organizations create an emotionally healthy place to work, they empower employees to achieve their full potential, think and act like owners and focus on what can be done rather than being preoccupied with what can't.

By removing obstacles that can get in the way of inclusion and participation, such as bias, anxiety and apathy, companies empower their employees to confidently and wholly participate in greater collaboration, productivity and innovation.

4 steps that enable employees to perform at their best

Help your organization create a healthy state of mind to increase engagement, collaboration, productivity and retention by:

1. Fostering psychological safety

2. Inspiring positivity at work

3. Creating a sense of belonging

4. Building a respectful workplace

Fostering Psychological Safety

People experience psychological safety when they feel comfortable being their genuine selves without fear of being criticized or punished for speaking up and taking interpersonal risks — such as raising questions, asking for help, offering suggestions, owning up to a mistake or voicing an opposing opinion.

Organizations foster psychological safety at work by promoting inclusion and building trust that team member candor and vulnerability is welcome. When all employees can freely weigh in with their thoughts and expertise, opinions, concerns and ideas can be heard that inspire better decisions.

By inviting curiosity, promoting two-way dialog, actively listening to the viewpoints of others and rewarding interpersonal risk taking, organizations create a safe environment for employees to openly express themselves, improving brainstorming, creativity and problem solving.

> 89% of employees believe psychological safety at work is essential to individual and team performance.[2]

[2]McKinsey 2020

Inspiring positivity at work

A positive work environment is one in which employees feel valued, safe and good about coming to work. It's created by providing rewarding challenges, supportive work relationships and prospects for personal growth.

Leaders, managers and employees play a role in fostering a positive mindset by treating each other fairly, recognizing contributions, empowering individuals and being empathic to their physical and mental well-being, workload and work-life balance.

Toxic workplace cultures have driven 20% of U.S. employees out of their jobs in the past five years — at a turnover cost greater than $223 billion.[3]

[3]SHRM 2019

Having a positive outlook is contagious and creates a pervasive "can do" attitude within all levels of an organization. Creating a culture of positivity enables companies to reduce stress and burnout, and boost energy levels to take on new challenges, achieve stretch goals and creatively solve problems.

Creating a sense of belonging

Sense of belonging is the security and support employees feel when they are accepted, included and valued for being their true selves at work. For employees to experience a sense of belonging, they must feel like they are part of a team, doing meaningful work and believe an organization cares about them.

Companies create a sense of belonging by regularly communicating with people, truly listening to their aspirations and letting go of a rigid management style to allow employees to shape their own approach. Additionally, investing in employees' continued growth — including mentoring programs that expand their social networks and expose them to valuable skills — increases belonging.

When companies create space for everyone to belong, employees are happier and more emotionally invested at work.

Employees with a strong sense of belonging are 5 times more likely to be engaged, perform better and challenge themselves.[4]

[4]Glint 2021

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Building a respectful workplace

Clearly communicating expectations for workplace behavior reinforces an organization's commitment to a respectful, inclusive and ethical work culture, while also demonstrating you care about employees.

> Fewer than 1 in 4 U.S. employees feel strongly that their organization cares about their well-being.[5]

[5]Gallup 2021

Treating employees with respect conveys you value them as a vital member of the team. Leaders, managers and employees demonstrate respect to co-workers by providing flexible work schedules, avoiding after-hour emails, calls and chat messages, and supporting requests for time off and a work-life balance.

Companies also show respect by making assistance programs available to help employees deal with stress, caregiving responsibilities, financial planning, mental health issues, drug and alcohol dependency and more. Providing these tools, benefits and support improve the work experience and personal lives of employees so they can perform at their best.
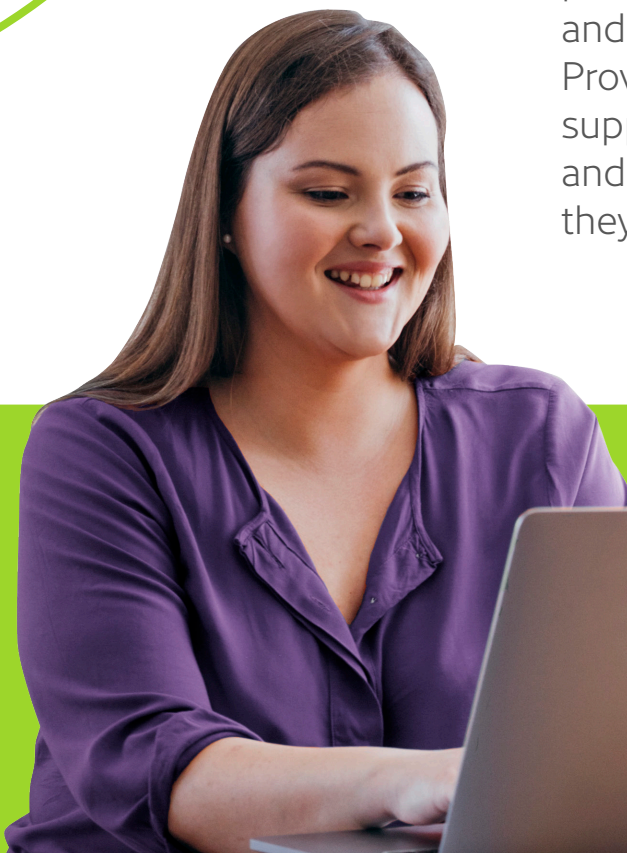
10 actions for building a healthy workplace culture

1. Recognize each employee's individual contribution, as well as the good work of team members.

2. Practice active listening and show empathy to employees to demonstrate that you care about them and not just their work.

3. Create personal growth opportunities for employees and support team building.

4. Build trust from the top down through words and actions.

5. Reduce unconscious bias and microaggressions that can make people feel judged, misunderstood, excluded and unsafe.

6. Be a positive role model, ally and mentor to co-workers.

7. Include team members in decision-making and demonstrate that their opinions, suggestions and concerns count by soliciting honest communication and establishing an open-door policy.

8. Promote wellbeing by providing flexible work options, mental health benefits and employee assistance programs that enable employees to be at their best.

9. Connect and communicate with team members in new ways and encourage people with diverse backgrounds, experiences and perspectives to lead discussions.

10. Measure psychological safety at work through employee surveys, one-on-one conversations and ongoing communications. Ask for and respond to employee suggestions to boost psychological safety, trust and teamwork.

Why training is important

Behavior-based compliance training is one of the essential steps to create and maintain a positive, healthy work culture where individuals and teams can thrive. Effective compliance training motivates employees, managers and leaders to adopt and practice behaviors that build trust and transparency, improve health and wellbeing, and increase retention, productivity and innovation.

Traliant, the industry leader in compliance training, offers online courses on Psychological Safety at Work, Creating a Positive Work Environment, Creating a Respectful Remote Workplace, Drugs & Alcohol in the Workplace and more.

Mobile-optimized and designed for modern workforces, Traliant's training incorporates bite-sized episodes with realistic video scenarios, engaging exercises and knowledge checks to maximize learning and retention.

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